

Panaji, 9th March, 2023 (Phalgun 18, 1944)

SERIES II No. 49

OFFICIAL GAZETTE

GOVERNMENT OF GOA



PUBLISHED BY AUTHORITY

Note:- There are two Extraordinary issues to the Official Gazette, Series II No. 48 dated 02-03-2023 as follows:—

- (1) Extraordinary dated 02-03-2023 from pages 2927 to 2934 regarding Orders and Notifications from Goa State Election Commission.
- (2) Extraordinary (No. 2) dated 03-03-2023 from pages 2935 to 2936 regarding Corrigendum from Goa State Election Commission.

GOVERNMENT OF GOA

Department of Agriculture

Directorate of Agriculture

Order

No. 8/86/2022-23/D.Agri/2071

Read: Memorandum No. 8-86/2022-23/D.Agri/1751 dated 12-01-2023.

On the recommendation of the Goa Public Service Commission as conveyed vide letter No. COM/I/5/2(1)/2019-20/Part File-II/420 dated 22-12-2022, the Governor of Goa is pleased to appoint Shri Sameer Biku Naik (PwD Category) against the post of Assistant Agriculture Officer on regular basis to Group "B" Gazetted under the Government of Goa, in the Level-6 of the Pay Matrix in the 7th Pay Commission and post him at the Zonal Agriculture Office, Mapusa. His pay will be fixed in accordance with the Central Civil Service (Revised Pay) Rules, 2016 from the date of joining the service.

The above candidate has been declared medically fit by the Medical Board, Goa Medical College, Bambolim-Goa vide their letter No. 4/105/85-H/GMC/2023/194 dated 06-02-2023.

The candidate shall be on probation for a period of two years with effect from the date of his joining.

The pay and allowances of the above candidate shall be debited to the Budget Head: 2401-Crop Husbandry, 00, 001-Direction & Administration, 02-Superintendence, 01-Salaries.

The above candidate shall join the duties within a period of fifteen days from the date of receipt of this Order.

His appointment shall be subject to the verification of character and antecedents and discharge certificate of the previous employment, if any.

By order and in the name of the Governor of Goa.

Nevil Alphonso, Director (Agriculture) & ex officio Jt. Secretary.

Tonca, Caranzalem, 28th February, 2023.

Order

No. 1/22/204/2022-23/D.Agri/2081

Government is pleased to accept the technical resignation of Dr. Govind Vasant Parab, Asst. Agriculture Officer, Group 'B' Gazetted of this Directorate in the pay matrix at Level-6, in terms of VIIth Central Pay Commission, as technical formality to enable him to join the post of Assistant Professor in Horticulture in the Goa College of Agriculture, Ela, Old Goa.

Dr. Govind Vasant Parab shall be entitled for the benefits of the past services as admissible under the rules for the purpose of fixation of pay in the new post. Dr. Govind Vasant Parab shall also be entitled to carry forward the leave at his credit and his past service shall be counted for pension to the same extent it would, but for his resignation.

It is further to state that there are no dues outstanding with the Directorate of Accounts against Dr. Govind Vasant Parab.

Certified that the service dossier of Dr. Govind Vasant Parab is maintained by the Directorate of Accounts, Panaji.

Dr. Govind Vasant Parab will have lien on the post of Asst. Agriculture Officer held by him in the Directorate of Agriculture for a period of 2 years.

Dr. Govind Vasant Parab, Asst. Agriculture Officer stands relieved w.e.f. 01-03-2023 (a. n.).

This issues with the approval of the Government vide inward No. 1932/F dated 28-02-2023.

By order and in the name of the Governor of Goa.

Nevil Alphonso, Director (Agriculture) & ex officio Joint Secretary.

Tonca, Caranzalem, 1st March, 2023.

Order

No. 1/22/232/2022-23/D.Agri/2082

Government is pleased to accept the technical resignation of Shri Arjun Manohar Parab, Asst. Agriculture Officer, Group 'B' Gazetted of this Directorate in the pay matrix at Level-6, in terms of VIIth Central Pay Commission, as technical formality to enable him to join the post of Assistant Professor in Horticulture in the Goa College of Agriculture, Ela, Old Goa.

Shri Arjun Manohar Parab shall be entitled for the benefits of the past services as admissible under the rules for the purpose of fixation of pay in the new post. Shri Arjun Manohar Parab shall also be entitled to carry forward the leave at his credit and his past service shall be counted for pension to the same extent it would, but for his resignation.

It is further to state that there are no dues outstanding with the Directorate of Accounts against Shri Arjun Manohar Parab.

Certified that the service dossier of Shri Arjun Manohar Parab is maintained by the Directorate of Accounts, Panaji.

Shri Arjun Manohar Parab will have lien on the post of Asst. Agriculture Officer held by him in the Directorate of Agriculture for a period of 2 years.

Shri Arjun Manohar Parab, Asst. Agriculture Officer stands relieved w.e.f. 01-03-2023 (a. n.).

This issues with the approval of the Government vide inward No. 1931/F dated 28-02-2023.

By order and in the name of the Governor of Goa.

Nevil Alphonso, Director (Agriculture) & ex officio Joint Secretary.

Tonca, Caranzalem, 1st March, 2023.

Department of Co-operation

Office of the Registrar of Co-operative Societies

Order

No. 4/4/Credit/TS II/BZ/2018/RCS/4662

- Read: 1. Order No. 48-8-2001-TS-RCS/III/311 dated 21-04-2017.
2. Circular No. 6-13-81/EST/RCS/Part V/5833 dated 06-03-2020.
3. Order No. 4/4/Credit/TS II/BZ/2018/RCS/1976 dated 15-09-2020.
4. Letter No. DMCSL/HO/348/2022-23 dated 30-11-2022.
5. Letter No. DMCSL/HO/492/2022-23 dated 30-01-2023.

Whereas vide Order read at Sr. No. 1 above, Adv. Shivaji B. S. Bhangui, C/o. Adv. P. J. Kamat, Journalist Colony, Alto-Betim, Porvorim, Bardez, Goa was appointed as Registrar's Nominee under Section 86 (1) of the Goa Co-operative Societies Act, 2001 (Goa Act 36 of 2001) read with Rule 116 (1) of the Goa Co-operative Societies Rules, 2003 and his name is reflecting at Sr. No. 24 of the said Order.

And whereas, vide Order read at Sr. No. 3 above, Adv. Shivaji B. S. Bhangui, was authorized as dedicated Nominee of the Registrar of Co-operative Societies for the Deendayal Multipurpose Co-operative Society Ltd. [Reg. No. RES-(C)-5/MP/BZ/Goa], "Deendayal Bhavan", Bicholim, Goa to entertain all the disputes referred to him directly in the matters of recovery of outstanding loans of the said Society, without routing through this Department. Said authorization as dedicated RCS Nominee made vide Order read at Sr. No. 3 above was initially for a period of one year w.e.f. 15-09-2020 to 14-09-2021.

And whereas vide letters dated 30-11-2022 read at No. 4 above & dated 30-01-2023 read at Sr. No. 5 above, the Chairman of the society has requested to extend said authorization of Adv. Shivaji B. S. Bhangui as dedicated nominee of the Registrar with retrospective effect from 15-09-2021 till 31-03-2024.

Now therefore, in exercise of the powers conferred under Section 123B of the Goa Co-operative Societies Act, 2001 read with Rule 116 of the Goa Co-operative Societies Rules, 2003, I the undersigned Registrar of Co-operative Societies do hereby extend the authorization of Adv. Shivaji B. S. Bhangui as a dedicated RCS Nominee for the Deendayal Multipurpose Co-operative Society Ltd. [Reg. No. RES-(C)-5/MP/BZ/Goa], "Deendayal Bhavan",

Bicholim, Goa for a further period with retrospective effect from 15-09-2021 till 31-03-2024.

When a purported dispute is referred by said Society, the above named dedicated Nominee is authorized to first decide under sub-section (1) of Section 86 of the Goa Co-operative Societies Act, 2001 whether the matter referred by Society involves a dispute and pass appropriate Orders under sub-section (1) of Section 86 of the Act.

Only upon the Nominee satisfying that there exists a dispute, he shall proceed to adjudicate the same and give Award accordingly. The nominee shall abide by the terms and conditions on which he was originally appointed as Registrar's nominee vide Order read at Sr. No. 1 above.

This extension of authorization is liable to be withdrawn at any time without assigning any reason at the discretion of the undersigned.

Given under the seal of this office.

Vishant S. N. Gaunekar, Registrar (Co-operative Societies) & ex officio Joint Secretary (Co-operation).

Panaji, 6th March, 2023.



Office of the Asst. Registrar of Co-operative Societies

Notification

In exercise of the powers vested in me under Section 8 of the Goa Co-operative Societies Act, 2001, "Woodland Co-operative Housing Maintenance Society Limited, Anjuna, Bardez, Goa, 403509 Survey No. 438/7, Katya Munag Chivar, Anjuna, Bardez, Goa"-Goa is registered under code symbol No. RCSNZ2022-230030.

Harish S. Naik, Asst. Registrar (Co-operative Societies), North Zone.

Mapusa, 20th February, 2023.

Certificate of Registration

"Woodland Co-operative Housing Maintenance Society Limited, Anjuna, Bardez, Goa, 403509, Survey No. 438/7, Katya Munag Chivar, Anjuna, Bardez, Goa"-Goa has been registered on 20-02-2023 and its bears registration code symbol No. RCSNZ2022-230030 and its classified as "Co-operative Housing Society" under sub-classification "No. 7-(d)-Co-operative Housing Maintenance Society" in

terms of Rule 8 of the Goa Co-operative Societies Rules, 2003.

Harish S. Naik, Asst. Registrar (Co-operative Societies), North Zone.

Mapusa, 20th February, 2023.

Notification

In exercise of the powers vested in me under Section 8 of the Goa Co-operative Societies Act, 2001, "Shaikh Galaxy Co-op. Housing Maintenance Society Ltd., Cacora Curchorem Goa"-Goa is registered under code symbol No. RCSQZ2022-230011.

Santosh P. Naik, Asst. Registrar (Co-operative Societies), Quepem Zone.

Quepem, 23rd February, 2023.

Certificate of Registration

"Shaikh Galaxy Co-op. Housing Maintenance Society Ltd., Cacora Curchorem Goa"-Goa has been registered on 23-02-2023 and its bears registration code symbol No. RCSQZ2022-230011 and its classified as "Co-operative Housing Society" under sub-classification "No. 7-(d)-Co-operative Housing Maintenance Society" in terms of Rule 8 of the Goa Co-operative Societies Rules, 2003.

Santosh P. Naik, Asst. Registrar (Co-operative Societies), Quepem Zone.

Quepem, 23rd February, 2023.

Notification

In exercise of the powers vested in me under Section 8 of the Goa Co-operative Societies Act, 2001, "Adishakti Women Multipurpose Co-op. Society Ltd., Balli"-Goa is registered under code symbol No. RCSQZ2022-230010.

Santosh P. Naik, Asst. Registrar (Co-operative Societies), Quepem Zone.

Quepem, 9th February, 2023.

Certificate of Registration

"Adishakti Women Multipurpose Co-op. Society Ltd., Balli"-Goa has been registered on 09-02-2023 and its bears registration code symbol No. RCSQZ2022-230010 and its classified as "Resource Society" under sub-classification "No. 10-(c)-Service Resource Society" in terms of Rule 8 of the Goa Co-operative Societies Rules, 2003.

Santosh P. Naik, Asst. Registrar (Co-operative Societies), Quepem Zone.

Quepem, 9th February, 2023.

Department of Education, Art and Culture
Directorate of Art & Culture

Order

No. DAC/ADC/RBC.Committee/2022-23/Part File/
/6793

Read: Order No. DAC/ADC/RBC.Committee/2022-
-23/Part File/3153 dated 06-10-2022.

In exercise of powers conferred under Clause 7(vii) of the Constitution of Ravindra Bhavan, Curchorem-Goa, the Government is pleased to nominate Shri Jyothi P. M. D'Costa, H. No. 456, Carramoddi, Curchorem-Goa as Member on General Council of Ravindra Bhavan, Curchorem in place of late Smt. Rajani Bhembre with immediate effect.

This issues with the approval of the Government.

By order and in the name of the Governor of Goa.

Sagun R. Velip, Director (Art & Culture) & ex officio Joint Secretary.

Panaji, 2nd March, 2023.

Directorate of Higher Education

Order

No. ACADIII/GC/FILLING OF POST REGULAR/98/
/2021/PART-I/37618

Read: Memorandum No. ACADIII/GC/FILLING OF
POST REGULAR/98/2021/PART-I/30894
dated 13-12-2022.

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/ /I/5/78(2)/2020 (Part File I)/401 dated 20-12-2022, Government is pleased to appoint Mr. Jayprabhu Shamrao Kamble to the post of Assistant Professor in Marathi in the Sant Sohrobanath Ambiye Government College of Arts & Commerce, Pernem-Goa under Directorate of Higher Education on temporary basis in the UGC Pay Scale Matrix Level 10 with immediate effect, and as per the terms and conditions contained in the Memorandum cited above. He shall be on probation for a period of two years.

Mr. Jayprabhu Shamrao Kamble has been declared medically fit by the Medical Board.

The appointment of Mr. Jayprabhu Shamrao Kamble is made subject to the verification of character and antecedents. In the event of any adverse remarks noticed by the Government on

verification of character and antecedents, his services shall be terminated.

He shall draw his salary against the newly created post vide Order No. 1/5/2017-DHE/1024 dated 07-06-2018.

By order and in the name of the Governor of Goa.

Avelina D'sa E Pereira, Under Secretary (Higher Education).

Porvorim, 1st March, 2023.

Department of Forests

Order

No. 7-1-2009/FOR/67

Read: 1. Notification No. DCF(WP)/Pvt.For/16(THC)/
/2013(WZ)/19-20/26 dated 21-01-2020.

2. Notification No. DCF(WP)/Pvt.For/
/16(THC)/2013(WZ)/19-20/119 dated
18-06-2020.

In partial modification to the Notification dated 18-06-2020, read at (2) in the preamble, the Chief Conservator of Forests (Development) shall be the Chairman of the Committee constituted to review the private forests areas provisionally identified by the North (Thomas) and South (Araujo) Goa Forest Division Committees, constituted vide Notification read at (1) in the preamble.

By order and in the name of the Governor of Goa.

Nathine S. Araujo, Under Secretary (Forests).

Porvorim, 2nd March, 2023.

Department of Labour

Notification

No. 28/02/2023-LAB/Part-I/137

The following Award passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 03-02-2023 in Ref. No. IT/14/2017 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Amalia O. F. Pinto, Under Secretary (Labour).

Porvorim, 17th February, 2023.

IN THE INDUSTRIAL TRIBUNAL AND
LABOUR COURT
GOVERNMENT OF GOA
AT PANAJI
(Before Mr. Anil Scaria, Hon'ble Presiding Officer)

Ref. No. IT/14/2017

Workmen,
Rep. by the President,
Ramada Renaissance Resort
Employees Union,
Varca, Fatrade,
Salcete-Goa.

..... Workmen/Party-I

V/s

Hotel Ramada Caravela Beach
Resort Goa,
Varca Beach,
Salcete-Goa

..... Employer/Party-II

Workman/Party-I represented by Learned Advocate
Shri Suhaas Naik.

Employer/Party-II represented by Learned Advocate
Shri Rishi Ashok.

AWARD

(Delivered on this the 3rd day of the month of
February of the year 2023)

By Order dated 22-06-2017, bearing No. 28/50/2016-LAB/467, the Government of Goa in exercise of powers conferred by Section 10(1)(d) of the Industrial Disputes Act, 1947 (for short 'The Act'), has referred the following dispute to this Tribunal for adjudication.

"(1) Whether the action of the management of M/s Ramada Caravela Beach Resort, Varca Beach, Salcete, Goa, in not conceding the following demands raised by the Ramada Renaissance Resort Employees Union, Varca, Fatrade, Salcete-Goa, vide it's letter dated 21-11-2012, is legal and justified?"

CHARTER OF DEMANDS

DEMAND No. 1. Pay Scales:-

It is demanded that the present pay scales be revised and the new should be introduced as they are reasonable from all angles and allowed to be extended as and when required to be done so. The classification needs to be reclassified as per "Annexure A":

Annexure "A"

Grades:

I	250	100	750	125	1375	150	2125
	175	3000	200	4000	225	5125	250
	6375						

II	300	125	925	150	1675	175	2550
	200	3550	225	4675	250	5925	275
	7300						
III	325	150	1075	175	1950	200	2950
	225	4075	250	5325	275	6700	300
	8200						
IV	425	175	1300	200	2300	225	3425
	250	4675	275	6050	300	7550	325
	9175						
V	475	200	1475	225	2600	250	3850
	275	5225	300	6725	325	8350	350
	10100						
VI	550	225	1675	250	2925	275	4300
	300	5800	325	7425	350	9175	375
	11050						
SPI	700	250	1950	275	3325	300	4825
	325	6450	350	8200	375	10075	400
	12075						
SPII	800	275	2175	300	3675	325	5300
	350	7050	375	8925	400	10925	
	425	13050					

Demand No. 2. Flat Basic Rise:-

10 to 12 years	1500/-
13 to 15 years	2000/-
16 to 18 years	2500/-
19 to 21 years	3000/-
21 to 24 years and above	4000/-

Demand No. 3. Fixed Dearness Allowance:-

It is demanded that all employees are given flat rise of Rs. 1000/- each per month in fixed dearness allowance.

Demand No. 4. Variable Dearness Allowance:-

It is demanded that the present Variables Dearness Allowance rate of calculations of rise or fall in VDA Index should be raised to Rs. 1.60 (a rise of 25 paise only) per point rise or fall above (1170) point according to all India average consumer price index (AIACPI) (1960=100). It is quite essential to note that in our developing economy, price stabilization has proved ineffective. We have asked us the rate of Rs.1.60 which is quite justified due to the present fast rise in inflation due to which prices of essential commodities as well as the cost of living have been also rising in the most fearful manner.

Demand No. 5. House Rent Allowance:-

It is demanded that each employees should be paid HRA increase of Rs. 1000/- per month.

Demand No. 6. City Compensatory Allowance:-

It is demanded that all the employees are given a flat rise of Rs. 1000/- each per month in CCA.

Demand No. 7. Conveyance Allowance:-

It is demanded that all the employees should be given a flat rise of Rs. 1000/- each per month as CA.

Demand No. 8. Leave Travelling Allowance:-

It is demanded that the leave travelling allowance should be increased by Rs. 2400/- per year to all the employees and with an increase of Rs. 500/- every year.

Demand No. 9. Cash Handling Allowance:-

It is demanded that all the employees be given an increase of Rs. 1000/- to all the employees who are handling cash as it is a risky job in more than one way.

Demand No. 10. Outdoor Duty Allowance:-

It is demanded that the existing allowance should be increased as follows:-

BREAKFAST	: Rs. 100/-
LUNCH/DINNER	: Rs. 150/-
TEA	: Rs. 75/-

Demand No. 11. Service Charge:-

It is demanded that 10% service charge to be charged on total revenue and to be distributed every month to all the employees from General Manager till FTC on equal basis.

Demand No. 12. Medical Allowance:-

It is demanded that the medical allowance be granted to employees who are not covered under ESIC scheme shall be revised to an amount of Rs. 1000/- per month. It is to be noted that the concerned employees are although covered under mediclaim insurance policy the benefits are availed only on hospitalization and simple sickness is not covered. Please note that medical needs have been recognized by industrial law as the basic need of the employees and that should be satisfied by the employer. The above can be termed as miscellaneous earnings. The allowance should not be taken into account for the purpose of payments of Bonus, contribution of Provident Fund, Family Provident Fund and Gratuity. This earnings can be withdrawn/stopped in case of employee is covered under ESIC.

Demand No. 13. Picnic Allowance:-

It is demanded that an increase of Rs. 2,000/- to be given in each department from existing policy.

Demand No. 14. New Year Gifts:-

It is demanded that an increase of Rs. 500/- be given to the existing policy and subsequently the amount should be increased by Rs. 200/- each year.

Demand No. 15. Retirement Benefits:-

It is demanded that the last drawn gross salary be given as retirement benefit to the retired employee by the management. The management should have a function to facilitate the concerned.

Demand No. 16. Accident/Injury on duty:-

It is demanded that in case of any non ESIC employee meets with an accident/injury while on duty the period required for recovery should be treated as on duty and the entire expenses of treatment should be paid by the management till he/she fully recovers from injury and he/she should be given special leave with full pay till recovery. If in the case of ESIC covered employees then he/she will get the benefit as per ESIC Act. And the Employer should pay such employee the difference of his/her salary after adjusting the benefit the employee has received from ESIC on completion of ESIC formalities.

Demand No. 17. Appreciation for dedicated service:-

It is demanded that an increase of Rs. 2000/- be given in to the existing practice.

Demand No. 18. Funeral Expenses:-

It is demanded that in the event of an unfortunate death of an employee/family (Spouse, Children and Parents) be increased from Rs. 2500/- to Rs. 6,000/-.

Demand No. 19. Loan:-

It is demanded that an amount of Rs. 5,000/- be increased in all categories and is to be payable in 36 equal installments.

Demand No. 20:

It is demanded that Union Executive Committee Members be allowed to attend Government Offices and other Courts to attend matters related to the hotel while on duty with full wages as is been followed for last 19 years.

Demand No. 21:

It is demanded that the Management allow the Union to hold General Body Meeting and other monthly meetings in Staff Cafeteria.

(2) *If answer to issue No. (1) above is in the negative, then, what relief the workmen are entitled to?"*

2. Party I has filed its Claim Statement. Party I states that M/s Ramada Caravela Beach Resort, Goa/ /Party II is a five star hotel with a large number of rooms, five huge restaurants and six bars. That, Ramada Renaissance Resort Employees' Union is a registered Trade Union of the permanent workers employed by Party II. That Party I has signed several

Wage Settlements with Party II on behalf of its members. That the dispute was raised by letter dated 21-11-2012 for wage revision and improvement of the service conditions of the workmen from 01-02-2013 to 31-01-2016. That the matter was referred for conciliation before the Conciliation Officer and Deputy Labour Commissioner, Margao-Goa. That the conciliation failed and the matter has been referred to this Tribunal for adjudication. That domestic and foreign tourist visit the hotel. That it has an occupancy rate of 80% (of the rooms) throughout the year. That Party II (Hotel) is making huge profits. That only a small number of workers are permanent workers. That, a large number of workers are employed either on Fixed Term Contract or as temporary workers. That the Fixed Term Contract workers and temporary workers are paid higher wages as compared to the wages of the permanent workers. That the Five Star Hotels in the vicinity have raised the wages of their workmen by Rs. 5,000/- to Rs. 6,000/- per month. That as per the 7th Pay Commission, the minimum need based wage should be Rs. 18,000/- per month as on 01-01-2016. That the minimum wages cannot be less than Rs. 18,000/- per month in any industry.

3. In justification of their demands, Party I states that the Demand No. 1 of the Charter of Demands of Party I pertains to Pay Scales which have to be revised. The Pay Scales proposed are fair, reasonable and should be accepted in toto. In fact, the same is very low and lower than the minimum basic wages fixed by the State Government or Central Government.

Demand No. 2 pertains to flat rise to be given to the workers in Basic Pay as follows:

10 to 12 years	Rs. 1500/- per month
13 to 15 years	Rs. 2000/- per month
16 to 18 years	Rs. 2500/- per month
19 to 21 years	Rs. 3000/- per month
21 years and above	Rs. 4000/- per month

This demand is fair and just wage rise in basic pay and comparable to what is paid in the hotel industry and within capacity of the hotel to pay.

Demand No. 3 pertains to flat rise to be given to the workers in Fixed Dearness Allowance of Rs. 1000/- per month. The demand is fair and just wage rise in F.D.A. and comparable to what is paid in the hotel industry and within capacity of the hotel to pay.

Demand No. 4 pertains to improvement in payment of variable dearness allowance. Party I has demanded

payment of V.D.A. at the rate of Rs. 1.60 per point rise which is increase from the existing VDA by just 25 paise. The demand is fair, just and comparable to what is paid in the hotel industry and within capacity of the hotel to pay.

Demand No. 5 pertains to increase in House Rent Allowance by Rs. 1000/- per month which is fair, reasonable and just and comparable to what is paid in the hotel industry and within capacity of the hotel to pay.

Demand No. 6 pertains to increase in City Compensatory Allowance by Rs.1000/- per month which is fair, reasonable and just and comparable to what is paid in the hotel industry and within capacity of the hotel to pay.

Demand No. 7 pertains to increase in Conveyance Allowance by Rs. 1000/- per month which is fair, reasonable and just and comparable to what is paid in the hotel industry and within capacity of the hotel to pay.

Demand No. 8 pertains to increase in Leave Travel Allowance to Rs. 2400/- per annum with an increase of Rs. 500/- per annum every year to each worker which is fair, reasonable and just and comparable to what is paid in the hotel industry and within capacity of the hotel to pay.

Demand No. 9 pertains to increase in Cash Handling Allowance by Rs. 1000/- per month which is fair, reasonable and just and comparable to what is paid in hotel industry and within capacity of the hotel industry to pay.

Demand No. 10 pertains to increase in Outdoor Duty Allowance to Rs. 100/- for breakfast, Rs. 150/- for lunch and Rs. 75/- for tea which is fair and just taking into account the cost of items in the market.

Demand No. 11 pertains to collection of Service Charge of 10% on all hotel accommodation, sales and food sales and all other sales and distribute the same every month equally to all the employees in the hotel. This demand is fair and just and the same is a universal practice and in neighboring Nepal and Sri Lanka this practice prevails and in Goa in several hotels this practice is there. There is no financial burden on Party II agreeing to this demand and the customers do not mind this practice as even otherwise they give tips and they would be happy to pay service charges in this electronic age on their bills instead of leaving tips on the table.

Demand No. 12 pertains to Medical Allowance for revision of Medical Allowance to Rs. 1000/- per month which is fair and just and is payable to only those who are outside Employees State Insurance scheme coverage.

Demand No. 13 pertains to increase in Picnic Allowance to Rs. 2000/- per annum to each department which is fair and just and ought to be granted to promote a friendly bond among employees in the hotel.

Demand No. 14 pertains increase in New Year Gifts by Rs. 500/- and further increase of Rs. 200/- every year.

Demand No. 15 pertains to Retirement Benefits. Party I demands that at the time of retirement, one months' gross wages should be given additionally as retirement gift along with a felicitation function to the retired employee.

Demand No. 16 pertains to Accident/Injury while on duty. This demand is fair and just and part of the law. Accident while on duty should be looked after and paid for by Party II. Entire medical expenses should be paid and entire period of absence should be treated on duty till the employee fully recovers from the accident or injury. In case covered under ESI, the shortfall should be made good by the Party II.

Demand No. 17 pertains to Appreciation for Dedicated Service. The demand is to increase the existing amount by Rs. 2000/- per month which is fair and just.

Demand No. 18 pertains to Funeral Expenses in case of self and family comprising of spouse, children and parents and should be paid to extent of Rs. 8000/-

Demand No. 19 pertains to loans. The demand is that all loans be increased by Rs. 5000/- for each loan category and the same be repaid in 16 equal installments. This demand is fair and just.

Demand No. 20 pertains to legitimate union facilities of attending legitimate union activities like defending employees, attending Labour Commissioner's office, attending Industrial Tribunal and Labour Court. This practice is just and fair and exists in the hotel industry and was existing in this hotel too.

Demand No. 21 pertains to holding general body meetings of the Union and executive committee meetings in the hotel cafeteria. This demand is fair and just. This practice is very normal in the hotel industry and was existing in this hotel too.

4. Therefore, it is prayed that the Charter of Demands of Party I be held to be fair and just and Party II be directed to grant the Charter of Demands with effect from 01-02-2013.

5. Party II has filed its Written Statement. Party II states that Mr. Joao Anselmo Fernandes, General

Secretary, Ramada Renaissance Resort Employees' Union has signed the Claim Statement. That he did not have the authority to sign the Claim Statement as all the workers had become members of the All India Trade Union Congress. That Party II had signed a settlement with Party I under Section 12(3) read with Section 18(3) of the Industrial Disputes Act, 1947. That, the said settlement was valid for the period from 01-02-2009 to 31-01-2013. That the settlement was terminated by Party I purportedly as per the Industrial Disputes Act, 1947. That, thereafter, Party I submitted a new Charter of Demand dated 21-11-2012. That Party II submitted the Management Charter of Demands dated 08-08-2016. That, thereafter, conciliation proceedings commenced before (the Conciliation Officer) Deputy Labour Commissioner, Margao (as conciliation failed, the matter is before this Tribunal). That Party II is not a Government Company. That the 7th Pay Commission is not applicable to Party II. That the settlements of the other hotels with their workmen are irrelevant, irrational and should be ignored. That Party II has reasonably increased the emoluments of Party I having regard to the capacity to pay and cost of living. That, after demonetization and other economic factors, occupancy in the hotel is affected and Party II has no financial capacity to pay the demands. Party II denies that the need based wage of a workman is Rs. 18,000/- per month. That the demands made by Party I is unreasonable, exorbitant, bad in law and beyond the capacity of Party II to pay. That there is no case for increasing the Variable Dearness Allowance, house-rent allowance, city compensatory allowance, leave travel allowance, cash handling allowance, medical allowance and picnic allowance. That there is no question of collecting service charges at the rate of 10%, as rate per room would increase and no guest would come to stay. That no case exists for granting new year gifts or increase the new year gift by Rs. 200/- per year. That there is no ground for granting retirement gift. That Party II takes proper care of workmen who meet with accidents while on duty. It is the duty of every workman to be dedicated to his work. That there is no cause for giving money in appreciation for good services.

6. That there is no reason to grant funeral expenses. That there is no reason to increase amount of loan to Rs. 5000/- for each category of loan or to be repaid in 16 equal installments. That the office bearers of the Union should take leave and attend to Union activities like defending employees in case, attending Labour Commissioner's Office or attending Industrial Tribunal or Labour Court and no facilities can be granted by Party II for the same. That Party II is already giving a place to hold the

General Body Meeting of the Union once a year. That there is no question of granting additional time for the General Body Meeting or Executive (Committee) meeting of the Union. That this case should be disposed off on the principles of industry cum region principles and capacity to pay and comparable concern. Therefore, it is prayed that the demand of Party I be rejected.

7. Party I has filed its Rejoinder. Party I denies that Mr. Joao Anselmo Fernandes has no authority to sign the Statement of Claim. It is denied that the 7th Pay Commission recommendations and the settlements made by other five star hotels with their workmen are irrelevant. It is denied that Party II has reasonably increased the emoluments of the workers. It is denied that the demands of Party I are unreasonable and unjustified. Therefore, it is prayed that the Charter of Demands be adjudicated in favour of Party I.

8. The following issues were framed by this Tribunal:

ISSUES

1. *Whether the Party I proves that the Charter of demands raised by Party I vide their letter dated 21-11-2012 are legal and justified?*

2. *What Relief? What Award?*

9. During the course of proceedings, the Parties have filed Memorandum of Settlement dated 27-12-2022 and has prayed that an Award be passed in accordance with the same.

10. The terms of Settlement are as follows:

I. That the operative period of the settlement will be for a period from 01-02-2013 to 31-03-2017.

II. An average increase of Rs. 3,834/- per month will be paid to all the employees w.e.f. February 1, 2013 for the above period of Charter of Demands. The amount of Rs. 3,834/- will be total Cost to Company (CTC) inclusive of all perquisites. As mutually discussed and agreed, the arrears of the said increase shall be paid to the workmen as an 'Ex-Gratia'.

III. That the Employer Company shall pay a Net Ex-gratia amount to the respective employees on the basis of their attendance, absenteeism, Staff Cafeteria, Employer and Employee PF Contributions, Gratuity, etc. The details of the Ex-gratia amount payable to the respective employees, net of adjustments, from 01-02-2013 to 31-03-2017 and running arrears upto 31-03-2022 is shown in the Annexure-A to the settlement.

IV. Adjustment of Staff Cafeteria: As mutually agreed by and between the Parties, the staff cafeteria monthly adjustment per Workman that was Rs. 150/-

per Workman per month in the years 2009 to 2013, has been increased to a total of Rs. 250/- per month (an increase of Rs. 100/- per month per Workman), from the month of February, 2013.

In accordance with the above, a lump sum amount has been adjusted from all the Workmen effective from 01-02-13 to 31-03-2022 and this is reflected in the calculations of Annexure A.

Deductions: As mutually agreed by and between the Parties, it is agreed that the certain Cost to Company elements are adjusted against the average CTC of Rs. 3834/- per month, and the same shall be adjusted from the Ex-gratia amount on a pro-rata basis.

V. That on receipt of the aforesaid amount, the Union shall file pursis before the Industrial Tribunal that they have received the entire dues arising out of the said Charter of Demands to their fullest satisfaction and nothing more is due and nothing more is payable at any point in time to the employees who are members of the Union.

VI. That the Union and its Office-bearers/Members who are the signatories to the settlement confirms that they are in receipt of the amount as specified in Annexure-A, and to the settlement in Full and Final terms. The employees confirm that they have settled all the issues raised in their Charter of Demands amicably outside the Court and none of the employees/the Union shall have any right or claim, to raise any dispute against the employer Company before any authority or Court of law in respect of the Charter of Demands or any other case in the future.

VII. It is further agreed that since the aforesaid amount is a running additional amount to the salary of the employees, the Employer has agreed to pay arrears for a period from 01st April, 2017 to 31st March, 2022. A separate chart showing the arrears of Wages for 110 Months' period is at 'Annexure A' to the settlement.

VIII. It is further accepted, understood and admitted by the Union and its members that they are in receipt of financial benefits and upgradation as per the Charter of Demands for a period from February, 2013 to 31st March, 2017. In addition to the said arrears the Employer Company also paid the said increased amount from 01st April, 2017 to 31st March, 2022 (Total 110 Months) thus taking full effect and benefit out of the said Charter of Demands.

IX. That both the Parties agree to file the present settlement before the Industrial Tribunal in reference Case No. IT/14 of 2017 and IT/36/2013 to pray for an appropriate Award in terms of the present settlement.

X. It has been further agreed between the Parties that the Union/Workmen shall accept the offer of the Management as per the notice dated 10-08-2012 and apply for Privilege Leave for 50% of the days and it shall be deemed to have sanctioned by the Management/Leave sanctioning authority and the Management shall pay salary in full. If the Leave is not applied for the said period, the Management shall pay salary for only 50% of the days. Thus, the pending dispute in respect of claim towards lockdown period for 10 days is amicably resolved by this term. Interalia, the Parties abovenamed shall file pursis before the Industrial Tribunal to pass an appropriate Award in reference IT/36 of 2013 in terms of the present settlement.

XI. The Union/Office bearers/Workman declare that they shall not raise any claim, contention, complaint, dispute, agitation or petition before any Authority or Court of Law in respect of the subject matter of these settlements and shall not raise any financial liability or disputes with the Employer Company in whatsoever manner in view of the present settlement.

XII. As and when the Code of Wages/new laws/new regulations come into force, both the Parties agree that they will abide by the same, including restructuring of wages and the Union/Office bearers/Workmen shall not raise any dispute, claim of any financial nature. The Union/Workmen who sign this settlement, hereby unconditionally agree that the Management of the Hotel and the Company will have the unfettered rights to restructure, amend, modify and ratify the existing wage structure and related components and overall framework, to suit the new rules and laws that will come into force in the future.

XIII. It is agreed, understood, accepted by and between the Parties that by executing these settlements, the Union/Workmen shall not raise any demands or claims or contentions or disputes for monetary benefits and any other benefits, as agreed in the present settlement, in the future.

XIV. It is further agreed, understood and admitted by and between the Parties that the Union/Workmen and Management shall continue to keep amicable relations, with no disruptive activities towards the Hotel guests and no activities that could potentially harm the reputation of the Hotel and Management and the Company, for better industrial relations, peace and harmony.

XV. It is agreed by and between the Parties that till the execution of the next settlement in respect of any Charter of Demands, the Union/Workmen shall not indulge in any sort of illegal practices or resort to any strike or agitation causing any loss to the Company in any manner.

XVI. That, the Wage Scale, Increment, Break-up of increased wages, Leave Benefits and other Service conditions are annexed hereto and marked it as 'Annexure B' to this settlement forming part and parcel of this Agreement.

General Terms and Conditions:

(i) The Union/Workmen appreciate that in order to improve the competitive status of products and profitability, it is necessary for the Company to utilize its resources effectively including continual updating of technology, for this purpose the Workmen agree to co-operate with the Management to achieve improved efficiency and productivity.

(ii) The Union/Workmen assure full co-operation in elimination of wasteful practices.

(iii) The Union/Workmen agree to give full co-operation to the Management in the maintenance of discipline, reduction of absenteeism and adhering to good service practices and safety regulations. That the age of retirement of the employees shall continue to be 58 years as per prevailing practice.

(iv) It is agreed that the Management, the Union/Workmen undertake to maintain good industrial relations and further agree not to support or indulge in any unfair labour practices and whenever differences/disputes arise, the same shall be resolved in a peaceful and legitimate democratic process through mutual discussions and/or recourse to the legal machinery provided under the law.

(v) The Management has during the course of the negotiations put forward various suggestions/concerns in improving the productivity, and reducing the cost, maintain discipline and favourable environment which in turn shall increase productivity. The Union/Workmen have agreed to co-operate with the Management on all these matters which will increase the productivity and it will be beneficial to both the Employer and the Employees.

(vi) It is agreed that the Union/Workmen will wholeheartedly co-operate to support any Department in the course of busy operations as per the Cross-support Incentive Initiative of the Hotel without changing their existing service conditions.

(vii) It is agreed that the Union/Workman will be open to partake in the Cross-training exercises and the Union/Workmen will accept two different roles in two different Departments based on the needs of the Hotel Operations, market conditions and industry trends. It is compulsory that the majority of the Workmen shall undergo training and shall develop multi-tasking abilities to handle the work of

all departments without changing their existing service conditions.

(viii) It is agreed between the Parties that the terms and conditions of the services which are not specifically altered by this settlement shall continue to be in force.

(ix) It is agreed by the Workmen and the Union that an amount of Rs. 5,000/- will be deducted at source from the arrears payable to the member Workmen, who are the beneficiaries of the Settlement, as an authorized Union deduction/fee and the same shall be disbursed by the Management to the AITUC by way of a crossed cheque in favour of AITUC within 2 weeks of signing of the settlement.

(x) The following acts and omissions shall be treated as misconduct:

- (a) Willful insubordination or disobedience, whether alone or in combination with others, to any lawful and reasonable order of a superior.
- (b) Theft, fraud or dishonesty in connection with the employer's business or property.
- (c) Willful damage to or loss of employer's goods or property.
- (d) Taking or giving bribes or any illegal gratification.
- (e) Habitual absence without leave or absence without leave for more than 10 days.
- (f) Habitual late attendance.
- (g) Habitual breach of any law applicable to the establishment.
- (h) Riotous or disorderly behaviours during working hours at the establishment or any act subversive of discipline.
- (i) Habitual negligence or neglect of work.
- (j) Frequent repetition of any act or omission for which a fine may be imposed to a maximum of 2 per cent of the wages in a month.
- (k) Striking work or inciting others to strike work in contravention of the provision of any law, or rule having the force of law.
- (l) Any act of Sexual Harassment will be subject to strict disciplinary action as provided by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

6. The settlement has been signed by Mr. Sundar G. Advani (Chairman and Managing Director of Party II), Prahlad S. Advani (Chief Executive Officer of

Party II), Prasad Kanoth (Vice President of Party II), Sourav Panchanan (General Manager of Party II), Ajay Vichare (Chief Financial Officer of Party II), Ranell Gomes (Asst. Manager-HR of Party II), Mr. R. D. Mangueshkar (Deputy General Secretary, AITUC), Mr. Suhaas Naik (Secretary-AITUC), Marcelino Fernandes (President, Ramada Renaissance Resort Employees Union), Joao Anselmo Fernandes (General Secretary, Ramada Renaissance Resort Employees Union), Inacio Gomes (Vice President, Ramada Renaissance Resort Employees Union), Minguel Cardozo (Joint Secretary, Ramada Renaissance Resort Employees Union) and Angela D'Cruz (Joint Treasurer, Ramada Renaissance Resort Employees Union).

7. I have gone through the records of the case and the Memorandum of Settlement and I am convinced that the consent terms filed by Parties are in the interest of the workmen/Party I and the Employer/Party II and therefore, the same are accepted.

Hence, I pass the following Order:

ORDER

1. The reference in IT/14/2017 stands awarded as per the Memorandum of Settlement dated 27-12-2022 at Exhibit 15 Colly.

2. The terms of Settlement are as hereunder:

I. That the operative period of the settlement will be for a period from 01-02-2013 to 31-03-2017.

II. An average increase of Rs. 3,834/- per month will be paid to all the employees w.e.f. February 1, 2013 for the above period of Charter of Demands. The amount of Rs. 3,834/- will be total Cost to Company (CTC) inclusive of all perquisites. As mutually discussed and agreed, the arrears of the said increase shall be paid to the workmen as an 'Ex-Gratia'.

III. That the Employer Company shall pay a Net Ex-gratia amount to the respective employees on the basis of their attendance, absenteeism, Staff Cafeteria, Employer and Employee PF Contributions, Gratuity, etc. The details of the Ex-gratia amount payable to the respective employees, net of adjustments, from 01-02-2013 to 31-03-2017 and running arrears upto 31-03-2022 is shown in the Annexure-A to the settlement.

IV. Adjustment of Staff Cafeteria: As mutually agreed by and between the Parties, the staff cafeteria monthly adjustment per Workman that was Rs. 150/- per Workman per month in the years 2009 to 2013, has been increased to a total of Rs. 250/- per month (an increase of Rs. 100/- per month per Workman), from the month of February, 2013.

In accordance with the above, a lump sum amount has been adjusted from all the Workmen effective from 01-02-13 to 31-03-2022 and this is reflected in the calculations of Annexure A.

Deductions: As mutually agreed by and between the Parties, it is agreed that the certain Cost to Company elements are adjusted against the average CTC of Rs. 3834/- per month, and the same shall be adjusted from the Ex-gratia amount on a pro-rata basis.

V. That on receipt of the aforesaid amount, the Union shall file pursis before the Industrial Tribunal that they have received the entire dues arising out of the said Charter of Demands to their fullest satisfaction and nothing more is due and nothing more is payable at any point in time to the employees who are members of the Union.

VI. That the Union and its Office bearers/Members who are the signatories to the settlement confirms that they are in receipt of the amount as specified in Annexure-A, and to the settlement in Full and Final terms. The employees confirm that they have settled all the issues raised in their Charter of Demands amicably outside the Court and none of the employees/the Union shall have any right or claim, to raise any dispute against the employer Company before any authority or Court of law in respect of the Charter of Demands or any other case in the future.

VII. It is further agreed that since the aforesaid amount is a running additional amount to the salary of the employees, the Employer has agreed to pay arrears for a period from 01st April, 2017 to 31st March, 2022. A separate chart showing the arrears of Wages for 110 Months' period is at 'Annexure A' to the settlement.

VIII. It is further accepted, understood and admitted by the Union and its members that they are in receipt of financial benefits and upgradation as per the Charter of Demands for a period from February, 2013 to 31st March, 2017. In addition to the said arrears the Employer Company also paid the said increased amount from 01st April, 2017 to 31st March, 2022 (Total 110 Months) thus taking full effect and benefit out of the said Charter of Demands.

IX. That both the Parties agree to file the present settlement before the Industrial Tribunal in reference Case No. IT/14 of 2017 and IT/36/2013 to pray for an appropriate Award in terms of the present settlement.

X. It has been further agreed between the Parties that the Union/Workmen shall accept the offer of the Management as per the notice dated 10-08-2012 and apply for Privilege Leave for 50% of the days and it shall be deemed to have sanctioned by the

Management/Leave sanctioning authority and the Management shall pay salary in full. If the Leave is not applied for the said period, the Management shall pay salary for only 50% of the days. Thus, the pending dispute in respect of claim towards lockdown period for 10 days is amicably resolved by this term. Interalia, the Parties abovenamed shall file pursis before the Industrial Tribunal to pass an appropriate Award in reference IT/36 of 2013 in terms of the present settlement.

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XIII. It is agreed, understood, accepted by and between the Parties that by executing these settlements, the Union/Workmen shall not raise any demands or claims or contentions or disputes for monetary benefits and any other benefits, as agreed in the present settlement, in the future.

XIV. It is further agreed, understood and admitted by and between the Parties that the Union/Workmen and Management shall continue to keep amicable relations, with no disruptive activities towards the Hotel guests and no activities that could potentially harm the reputation of the Hotel and Management and the Company, for better industrial relations, peace and harmony.

XV. It is agreed by and between the Parties that till the execution of the next settlement in respect of any Charter of Demands, the Union/Workmen shall not indulge in any sort of illegal practices or resort to any strike or agitation causing any loss to the Company in any manner.

XVI. That, the Wage Scale, Increment, Break-up of increased wages, Leave Benefits and other Service conditions are annexed hereto and marked it as

'Annexure B' to this settlement forming part and parcel of this Agreement.

General Terms and Conditions:

(i) The Union/Workmen appreciate that in order to improve the competitive status of products and profitability, it is necessary for the Company to utilize its resources effectively including continual updating of technology, for this purpose the Workmen agree to co-operate with the Management to achieve improved efficiency and productivity.

(ii) The Union/Workmen assure full co-operation in elimination of wasteful practices.

(iii) The Union/Workmen agree to give full co-operation to the Management in the maintenance of discipline, reduction of absenteeism and adhering to good service practices and safety regulations. That the age of retirement of the employees shall continue to be 58 years as per prevailing practice.

(iv) It is agreed that the Management, the Union/Workmen undertake to maintain good industrial relations and further agree not to support or indulge in any unfair labour practices and whenever differences/disputes arise, the same shall be resolved in a peaceful and legitimate democratic process through mutual discussions and/or recourse to the legal machinery provided under the law.

(v) The Management has during the course of the negotiations put forward various suggestions/concerns in improving the productivity, and reducing the cost, maintain discipline and favourable environment which in turn shall increase productivity. The Union/Workmen have agreed to co-operate with the Management on all these matters which will increase the productivity and it will be beneficial to both the Employer and the Employees.

(vi) It is agreed that the Union/Workmen will wholeheartedly co-operate to support any Department in the course of busy operations as per the Cross-support Incentive Initiative of the Hotel without changing their existing service conditions.

(vii) It is agreed that the Union/Workman will be open to partake in the Cross-training exercises and the Union/Workmen will accept two different roles in two different Departments based on the needs of the Hotel Operations, market conditions and industry trends. It is compulsory that the majority of the Workmen shall undergo training and shall develop multi-tasking abilities to handle the work of all departments without changing their existing service conditions.

(viii) It is agreed between the Parties that the terms and conditions of the services which are not specifically altered by this settlement shall continue to be in force.

(ix) It is agreed by the Workmen and the Union that an amount of Rs. 5,000/- will be deducted at source from the arrears payable to the member Workmen, who are the beneficiaries of the Settlement, as an authorized Union deduction/fee and the same shall be disbursed by the Management to the AITUC by way of a crossed cheque in favour of AITUC, within 2 weeks of signing of the settlement.

(x) The following acts and omissions shall be treated as misconduct:

- (a) Willful insubordination or disobedience, whether alone or in combination with others, to any lawful and reasonable order of a superior.
- (b) Theft, fraud or dishonesty in connection with the employer's business or property.
- (c) Willful damage to or loss of employer's goods or property.
- (d) Taking or giving bribes or any illegal gratification.
- (e) Habitual absence without leave or absence without leave for more than 10 days.
- (f) Habitual late attendance.
- (g) Habitual breach of any law applicable to the establishment.
- (h) Riotous or disorderly behaviours during working hours at the establishment or any act subversive of discipline.
- (i) Habitual negligence or neglect of work.
- (j) Frequent repetition of any act or omission for which a fine may be imposed to a maximum of 2 per cent of the wages in a month.
- (k) Striking work or inciting others to strike work in contravention of the provision of any law, or rule having the force of law.
- (l) Any act of Sexual Harassment will be subject to strict disciplinary action as provided by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

3. No orders as to costs.

4. Inform the Government accordingly.

Sd/-

(Anil Scaria)
Presiding Officer,
Industrial Tribunal
and Labour Court.

ANNEXURE-A

LIST OF ARREARS FOR CHARTER OF DEMAND FOR THE PERIOD FEBRUARY 1, 2013 TO MARCH 31, 2017 AND THE RUNNING ARREARS OF THE SAME TILL MARCH 31, 2022

Emp. Code	Name of the Employee	Amount payable from 01-02-2013 to 31-03-2022	No. of days (During February 2013 to March 2022)	No. of days of Absenteeism	No. of days (paid for)	Reduction towards Absenteeism	Amount payable from 01-02-2013 to 31-03-2022 based on attendance	Employer Contribution for PF	Employee Contribution for PF	PF Contribution (Employer+Employee)	Gratuity	Staff Cafeteria Deduction based on attendance	Net Ex-gratia amount payable
107	MARIO ANTAO	4,21,740	3346	444	2902	55,963	3,65,777	18,031	18,031	31,277	7,227	9,541	3,17,732
148	THOMAS BAPTISTA	4,21,740	3346	206.5	3139.5	26,028	3,95,712	18,031	18,031	33,837	7,227	10,321	3,44,327
152	FILOMENO RODRIGUES	4,21,740	3346	144.5	3201.5	18,213	4,03,527	18,031	18,031	34,505	7,227	10,525	3,51,270
156	DAMIAO BAPTISTA	4,21,740	3346	206	3140	25,965	3,95,775	18,031	18,031	33,842	7,227	10,323	3,44,383
168	ANJELA D'CRUZ	4,21,740	3346	235	3111	29,620	3,92,120	18,031	18,031	33,530	7,227	10,228	3,41,135
169	CAROLINA BRAGANCA	4,21,740	3346	98	3248	12,352	4,09,388	18,031	18,031	35,006	7,227	10,678	3,56,477
171	RITINA VAZ	4,21,740	3346	214.5	3131.5	27,036	3,94,704	18,031	18,031	33,751	7,227	10,295	3,43,431
205	ANTONIO FERNANDES	4,21,740	3346	241	3105	30,376	3,91,364	18,031	18,031	33,465	7,227	10,208	3,40,464
228	MAIA SUCORINHA BRAGANCA	4,21,740	3346	147	3199	18,528	4,03,212	18,031	18,031	34,478	7,227	10,517	3,50,990
256	LUCIA MILAGRINA BAPTISTA	4,21,740	3346	293.5	3052.5	36,994	3,84,746	18,031	18,031	32,899	7,227	10,035	3,34,585
257	REMEDIANA PEARSON	4,21,740	3346	355	2991	44,745	3,76,995	18,031	18,031	32,236	7,227	9,833	3,27,698
289	PRASAD PHATU SHIRODKAR	4,21,740	3346	855	2491	1,07,767	3,13,973	18,031	18,031	26,847	7,227	8,190	2,71,709
292	LOURENCA SANTANA REBELLO	4,21,740	3346	143.5	3202.5	18,087	4,03,653	18,031	18,031	34,516	7,227	10,528	3,51,382
305	JOAO FERNANDES	4,21,740	3346	285.5	3060.5	35,985	3,85,755	18,031	18,031	32,985	7,227	10,062	3,35,481
315	MINGUEL ARCANJO CARVALHO	4,21,740	3346	14.5	3331.5	1,828	4,19,912	18,031	18,031	35,906	7,227	10,952	3,65,827
319	SHANKAR HANUMANT BOJGAR	4,21,740	3346	241	3105	30,376	3,91,364	18,031	18,031	33,465	7,227	10,208	3,40,464
320	JOAO INACIO GOMES	4,21,740	3346	259	3087	32,645	3,89,095	18,031	18,031	33,271	7,227	10,149	3,38,448
321	REMEDIOS MASCARENHAS	4,21,740	3346	138.5	3207.5	17,457	4,04,283	18,031	18,031	34,570	7,227	10,545	3,51,942
327	ROHIDAS NAIK	4,21,740	3346	224.5	3121.5	28,297	3,93,443	18,031	18,031	33,643	7,227	10,262	3,42,312
328	NAMDEO PURSO SUKADKAR	4,21,740	3346	88	3258	11,092	4,10,648	18,031	18,031	35,114	7,227	10,711	3,57,596
331	RAJU PARSEKAR	4,21,740	3346	261.5	3084.5	32,960	3,88,780	18,031	18,031	33,244	7,227	10,141	3,38,168
441	AJIT ZAMBODKAR	4,21,740	3346	186.5	3159.5	23,507	3,98,233	18,031	18,031	34,052	7,227	10,387	3,46,566
455	FABINA FERNANDES	4,21,740	3346	129.5	3216.5	16,323	4,05,417	18,031	18,031	34,667	7,227	10,574	3,52,949
629	CATARINA BRAGANZA	4,21,740	3346	156	3190	19,663	4,02,077	18,031	18,031	34,381	7,227	10,487	3,49,982
657	PIO CARIDADE PEREIRA	4,21,740	3346	229.5	3116.5	28,927	3,92,813	18,031	18,031	33,589	7,227	10,246	3,41,751
659	VAMAN DESSAI	4,21,740	3346	92.5	3253.5	11,659	4,10,081	18,031	18,031	35,065	7,227	10,696	3,57,093
727	MARCELINO FERNANDES	4,21,740	3346	228.5	3117.5	28,801	3,92,939	18,031	18,031	33,600	7,227	10,249	3,41,863
804	SADANAND PANCHAL	4,21,740	3346	106.5	3239.5	13,424	4,08,316	18,031	18,031	34,915	7,227	10,650	3,55,525
862	FLORIANO PIRES	4,21,740	3346	505.5	2840.5	63,715	3,58,025	18,031	18,031	30,614	7,227	9,338	3,10,846
865	VIJAY SINGH RAWAT	4,21,740	3346	197	3149	24,830	3,96,910	18,031	18,031	33,939	7,227	10,353	3,45,391
921	CONSTANCIO VINCENT GOMES	4,21,740	3346	437.5	2908.5	55,144	3,66,596	18,031	18,031	31,347	7,227	9,562	3,18,460
959	AMELIA BRAGANCA	4,21,740	3346	282.5	3063.5	35,607	3,86,133	18,031	18,031	33,018	7,227	10,071	3,35,817
960	GENOVIA PEREIRA	4,21,740	3346	85.5	3260.5	10,777	4,10,963	18,031	18,031	35,141	7,227	10,719	3,57,876
1096	LEO D'COSTA	4,21,740	3346	54.5	3291.5	6,869	4,14,871	18,031	18,031	35,475	7,227	10,821	3,61,348
1109	MILAGRES COSTA	4,21,740	3346	344	3002	43,359	3,78,381	18,031	18,031	32,355	7,227	9,869	3,28,930
1728	SUSHANT ROHIDAS NAIK	4,21,740	3346	230.5	3115.5	29,053	3,92,687	18,031	18,031	33,578	7,227	10,242	3,41,640

Sd/-
(Anil Scaria)
Presiding Officer,
Industrial Tribunal cum Labour Court.

ANNEXURE-B

It is agreed by and between the Parties that the average increase of Rs. 3,834/- CTC per month per Workman for the period from February 01, 2013 to November 30, 2022 subject to further adjustments for the Staff Cafeteria, etc., in emoluments in the salary and other benefits, shall be reflected in their salary slip from 01-12-2022 with the following wage structure:

1. Pay Scales–Demand No. 1

It has been agreed between the Parties that the pay scales shall be revised as under with prospective effect.

GRADE REVISED PAY SCALE

I	425-70-775-85-1200-100-1700-115-2275-130-2925-145-3650-160-4450-175-5325-190-6275-205-7300-220-8400.
II	475-85-900-100-1400-115-1975-130-2625-145-3350-160-4150-175-5025-190-5975-205-7000-220-8100-235-9275.
III	550-100-1050-115-1625-130-2275-145-3000-160-3800-175-4675-190-5625-205-6650-220-7750-235-8925-250-10175.
IV	700-115-1275-130-1925-145-2650-160-3450-175-4325-190-5275-205-6300-220-7400-235-8575-250-9825-265-11150.
V	800-130-1450-145-2175-160-2975-175-3850-190-4800-205-5825-220-6925-235-8100-250-9350-265-10675-280-12075.
VI	940-145-1665-160-2465-175-3340-190-4290-205-5315-220-6415-235-7590-250-8840-265-10165-280-11565-295-13040.
SP I	1110-165-1935-180-2835-195-3810-210-4860-225-5985-240-7185-255-8460-270-9810-285-11235-300-12735-315-14310.
SP II	1300-185-2225-200-3225-215-4300-230-5450-245-6675-260-7975-275-9350-290-10800-305-12325-320-13925-335-15600.

2. Additional Basic Pay–Demand No. 2

Both the Parties have agreed that the Workmen shall be paid Basic pay of Rs. 683/- on notional basis with effect from February 1, 2013 and the new fitted basic shall be the basic wage of the Workmen with effect from April 1, 2022. However, the Workmen shall be given the aforesaid basic wage effective from December 1, 2022.

3. Fixed Dearness Allowance–Demand No. 3

It has been agreed between the Parties that Workmen shall be given additional F.D.A. to the existing F.D.A. of Rs. 683/- per month effective

01-12-2022 and the same shall be paid on pro-rata basis with arrears from April to November, 2022.

4. Variable Dearness Allowance–Demand No. 4

It has been agreed between the Parties after discussions that the same is mutually settled as dropped by the Workmen. However existing practice of calculation of VDA with the base of 1170 (1960-100) and Rs. 1.35 paise per point shall continue.

5. House Rent Allowance–Demand No. 5

It has been agreed between the Parties that the additional rise of Rs. 700/- per month shall be given in the existing House Rent Allowance effective from 01-12-2022 and the same shall be paid on pro-rata basis with arrears from April to November, 2022.

6. City Compensatory Allowance – Demand No. 6

It has been agreed between the Parties that the additional rise of Rs. 625/- per month shall be given in the existing City Compensatory Allowance of Rs. 945/- per month effective from 01-12-2022 and the same shall be paid on pro-rata basis with arrears from April to November, 2022.

7. Conveyance Allowance–Demand No. 7

It has been agreed between the Parties that the additional rise of Rs. 400/- per month shall be given in the existing Conveyance Allowance effective from 01-12-2022 and the same shall be paid on pro-rata basis with arrears from April to November, 2022.

8. Leave Travel Allowance–Demand No. 8

It has been agreed between the Parties that effective from 01-04-2022 Workmen shall be given an increase of Rs. 1,115/- per annum in existing LTA, in addition to what is being paid earlier and the same shall be paid on pro-rata basis.

The Grand total payable under this head after adding the increase of Rs. 1115/- per annum is detailed below:

Grade LTA payable per year effective 01-04-2022

SP II	Rs. 5365/- (Rs. 4250 + Rs. 1115)
SPI	Rs. 4665/- (Rs. 3550 + Rs. 1115)
VI	Rs. 4365/- (Rs. 3250 + Rs. 1115)
V	Rs. 4065/- (Rs. 2950 + Rs. 1115)
IV	Rs. 3615/- (Rs. 2500 + Rs. 1115)
I TO III	Rs. 3115/- (Rs. 2000 + Rs. 1115)

9. Cash Handling Allowance–Demand No. 9

It has been agreed between the Parties that the existing practice of cash handling allowance of Rs. 500/- shall continue. This shall be applicable to only the staff handling cash in transit for bank deposits/withdrawals.

10. Outdoor Duty Allowance—Demand No. 10

It has been agreed between the Parties after discussions that the same is mutually settled and dropped in entirety by the Workmen and nothing is due and payable under this demand at any point of time.

11. Service Charges—Demand No. 11

It has been agreed between the Parties after discussions that the same is mutually settled and dropped in entirety by the Workmen and nothing is due and payable under this demand at any point of time.

12. Medical Allowance—Demand No. 12

It has been agreed between the Parties that those who are not covered under the ESIC Scheme shall be paid a medical allowance of Rs. 3,000/- per annum to partially cover their medical/Mediclaim policy.

It is clearly understood by and between the parties that the Individual Workmen shall take their own Mediclaim policy and the Company shall not be liable for any medical/Mediclaim policy for the Workmen out of ESIC.

13. Picnic Allowance—Demand No. 13

It has been agreed between the Parties that existing practice of payment of Picnic allowance of Rs. 4500/- per Department once a year, including transport cost shall continue. This cannot be applied with retrospective effect, the same will be applicable from April 01, 2022. The unclaimed/unspent amount of Picnic Allowance cannot be carried forward to the next Financial Year.

14. New Year Gift—Demand No. 14

It has been agreed between the Parties after discussions that the same is mutually settled as dropped and to be withdrawn from the Labour Office in entirety by the Workmen and nothing is due and payable as new year gift to the Workmen at any point of time.

15. Retirement Benefit—Demand No. 15

It is agreed by and between the Parties the prevailing practice of Retirement at the age of 58 years shall continue.

It has been agreed between the Parties that the existing practice of giving Cash Gift of Rs. 5001/- on retirement shall continue.

16. Accident/Injury On Duty —Demand No. 16

It has been agreed between the Parties that Workmen/Employees who are otherwise not covered under the provisions of the ESIC Act, 1948, shall be covered under the provisions of Employees Compensation Act, 1923 for which purpose, the

Company shall cover them by way of Insurance from a suitable Insurance Company for an appropriate coverage under the above Act.

17. Appreciation For Dedicated Service—Demand No. 17

It has been agreed between the Parties after discussions that the same is mutually settled as dropped and to be withdrawn from the Labour Office in entirety by the Workmen and nothing is due and payable as an appreciation for dedicated service to the Workmen any more at any point of time.

18. Funeral Expenses—Demand No. 18

It has been agreed between the Parties that the existing practice of paying Rs. 2500/- shall continue.

19. Loan Facility—Demand No. 19

It has been agreed between the Parties after discussion that the existing facility of availing Festival Loan shall be revised from Rs. 4,000/- to Rs. 5000/- and Loan for House Repairs and Self marriage shall be revised from Rs. 5000/- to Rs. 6000/-. Also the medical emergency loan shall be revised from Rs. 5000/- to Rs. 6000/-, which will be granted on production of proper medical reports. All the above mentioned loans shall be recovered in maximum 5 months. Only 2 employees shall be granted loan per month and the same shall be granted on the recommendation of the Committee Members.

However, the same will strictly depend on the cash/fund flow situation. The following conditions are made explicit:

- a. Marriage Certificate/Invitation Card.
- b. Complete Medical Records/Certificates.
- c. To be applied for at least 15 days in advance except in case of medical emergency.
- d. Only after recovery of one loan the second to be considered.

Advance against salary shall be paid only after 15th of the month and maximum shall be 50% of the gross salary.

20. Untitled—Demand No. 20

It has been agreed between the Parties after discussions that the same is mutually settled as dropped in entirety by the Workmen and nothing is due and payable under this demand at any point of time.

21. Untitled—Demand No. 21

It has been agreed between the Parties after discussions that the same is mutually settled and dropped in entirety by the Workmen and nothing is due and payable under this demand at any point of time.

22. Staff Cafeteria

As mutually agreed by and between the Parties, the staff cafeteria monthly adjustment per Workman that was Rs. 150/- per Union Workman per month in the years 2009 to 2013, has been increased to a total of Rs. 250/- (an increase of Rs. 100/- per month per Workman), for the years 2013 to 2017.

In accordance with the above, a lump sum amount has been adjusted from all the Workmen effective from 01-02-2013 to 31-03-2022 and this is reflected in the calculations of Annexure A.

With effect from April 1, 2022 going forward, an amount of Rs. 250/- per Workman will be adjusted each month from each Workman without any exceptions, irrespective of their attendance.

23. Leave

It has been agreed between the Parties that except the changes mentioned hereinbelow, the existing practices shall continue.

(i) Encashment of Casual Leave

It has been agreed between the Parties after discussion that all the Casual Leave shall be availed by the Workman, during the Leave period and casual Leave will not be allowed to be encashed henceforth.

(ii) Bereavement Leave

It has been agreed between the Parties after discussion that current practice of 4 days Bereavement Leave shall continue. However, henceforth Workmen are entitled to Bereavement Leave only in case of death of a Father, Mother, Spouse, Son, Daughter, Brother, Sister, Mother-in-Law and Father-in-Law.

In case more than one death occurs in the same year, PL is to be utilized. Additional 4 days will be granted only if the staff member has no Privilege Leave to his credit.

(iii) Paternity Leave

It has been agreed between the Parties after discussion that Paternity Leave will be limited to 1 day.

(iv) Leave structure for all confirmed Employees will be as per below:

PL—22 days, carry forward up to 45 days as per the Law.

CL—9 days, No Encashment.

SL—13 days, carry forward up to 30 days (for those out of ESIC only) & accumulation of a maximum of 24 days for Staff Under ESIC.

Public Holidays—10 days per year.

24. It has been agreed between the Parties after discussions that the Workmen shall accept the offer

of the Management as per the notice dated 10-08-2012 and apply for Privilege Leave for 50% of the days and it shall be deemed to have sanctioned by the Managers/Leave sanctioning authority and the Management shall pay salary in full. If the Leave is not applied for the said period, the Management shall pay salary for only 50% of the days.

Sd/-

(Anil Scaria)

Presiding Officer,
Industrial Tribunal
and Labour Court-II.



Department of Official Language
Directorate of Official Language

Order

No. 4/71/2022/DOL/Admn./Upgradation Post/939

The Government of Goa is pleased to upgrade the post of Assistant Director (Konkani) presently held by incumbent in Level-7 to Level-10 as Deputy Director (Official Language), Group 'A', Gazetted till the incumbent vacates the post on attaining superannuation, thereafter, the post of Assistant Director (Konkani) shall be filled as per the prevailing Recruitment Rules.

Consequent upon the same, Shri Anil H. Sawant, Assistant Director (Konkani), the present incumbent is hereby designated as Deputy Director (Official Language) from Pay Level-7 to Pay Level-10 in Directorate of Official Language.

This issues with approval and concurrence of Finance (Rev. & Cont.) Department vide their U.O. No. 88759 dated 19-01-2023 and the Council of Ministers in its XVIIth meeting held on 21-02-2023.

The expenditure for the above post shall be debited to the Budget Head 2070—Other Administrative Services, 119—Official Language, 01—Department of Official Language (Non-Plan), 01—Salaries.

By order and in the name of the Governor
of Goa.

Raju V. Gawas, Director (Official Language) & ex officio Joint Secretary.

Panaji, 28th February, 2023.

Department of Personnel

Order

No. 22/10/2018-PER/564

Shri Omvir Singh, IPS (2004), Inspector General of Police shall hold the charge of Inspector General of Prisons; in addition to his own duties with immediate effect, until further orders.

By order and in the name of the Governor of Goa.

Nathine S. Araujo, Under Secretary (Personnel-II).

Porvorim, 27th February, 2023.

Department of Planning

Directorate of Planning, Statistics & Evaluation

Order

No. DPSE/I/ADMN/Trans-CSC-Gazetted/2022-23/3592

Government is pleased to order the transfer and posting of following Officer of the Common Statistical Cadre, with immediate effect.

Sr. No.	Name of the Officer and designation	Present place of posting	Department/Office to which transferred
1	2	3	4
1.	Smt. Deepa S. Pawar, Research Assistant	DPSE, RBD Division, Porvorim-Goa	Office of the Collector, South Goa District, Margao-Goa, against the vacant post of Shri Arnaldo Costa, Research Assistant, retired.

A copy of joining report be submitted in this Directorate for office records.

Smt. Deepa S. Pawar, Research Assistant is hereby relieved w.e.f. 28-02-2023 (a.n.).

This issues with the approval of the Government vide U.O. No. 4604 dated 17-02-2023.

By order and in the name of the Governor of Goa.

Vijay B. Saxena, Director and ex officio Jt. Secretary (Planning).

Porvorim, 28th February, 2023.

Department of Power
Office of the Chief Electrical Engineer

Order

No. CEE/Estt-34/98/2675

Read Order: 1. No. CEE/Estt-34/1/98/1256 dated 10-06-2011.

2. No. CEE/Estt-34/1/98/4334 dated 27-02-2019.

3. No. CEE/Estt-34/1/98/2309 dated 25-10-2019.

In exercise of the powers conferred under sub-sections (1) and (2) of Section 5 of the Right to Information Act, 2005 (Central Act No. 22 of 2005) herein called the said Act, as published in the Official Gazette of Government of Goa under Notification No. 10/2/2005-LA dated 07-07-2005 and in partial modification of the above orders read as preamble, the Executive Engineer (EHV), O/o. the Chief Electrical Engineer, Electricity

Department, Panaji is hereby appointed as State Public Information Officer for the following Offices with immediate effect.

Sr. No.	Office
1.	Superintending Engineer (Com./EHV), Vidyut Bhavan, 3rd floor, Panaji.
2.	Superintending Engineer (Plg.), Vidyut Bhavan, 3rd floor, Panaji.
3.	Jt. Director of Accounts, Vidyut Bhavan, 4th floor, Panaji.
4.	Executive Engineer (Plg.), Vidyut Bhavan, 3rd floor, Panaji-Goa.
5.	Executive Engineer (Proc./CSC), Vidyut Bhavan, 5th floor, Panaji.
6.	Executive Engineer (Com.), Vidyut Bhavan, 3rd floor, Panaji.
7.	Executive Engineer (Training), Vidyut Bhavan, 5th floor, Panaji.
8.	Executive Engineer (Energy Monitoring), Vidyut Bhavan, 5th floor, Panaji.
9.	Executive Engineer (CVC), Vidyut Bhavan, Ground floor, Panaji.
10.	Executive Engineer (IPM), Vidyut Bhavan, 3rd floor, Panaji.

Stephen Fernandes, Chief Electrical Engineer.

Panaji, 28th February, 2023.

Department of Public Health

Order

No. 4/1/2021-II/PHD/430

Read: Memorandum No. 4/1/2021-II/PHD/1861 dated 07-11-2022.

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/I/5/30(2)/2021/96 dated 16-05-2022, Government is pleased to appoint Shri Nitesh Pradhan to the post of Assistant Professor in Optometry (Group "A" Gazetted) in Allied Health Science Courses in Goa Medical College & Hospital, Bambolim-Goa in Level-11 of Pay Matrix [Pay Band-3 Rs. 15600-39100 + G.P. Rs. 6,600/- (pre-revised)] with immediate effect.

Shri Nitesh Pradhan shall be on probation for a period of two years.

Shri Nitesh Pradhan has been medically examined by the Medical Board and his character

and antecedents have been verified by the Superintendent, O/o District Magistrate, U. T., Chandigarh.

The appointment is made against the vacancy occurred due to creation vide Order No. 4/1/2018-II/PHD/1195 dated 14-08-2019 & bifurcation order No. 4/1/2018-II/PHD/Part-I/3383 dated 23-10-2020 for the post of Assistant Professor in Optometry, Allied Health Science Courses, in Goa Medical College & Hospital, Bambolim-Goa.

By order and in the name of the Governor of Goa.

Trupti B. Manerkar, Under Secretary (Health-I).
Porvorim, 2nd March, 2023.

Department of Science and Technology and Waste Management

Order

No. 4-56-2023/S&T&WM/1432

- Ref. No. (1) Notification No. 229-10-2016/STE-DIR/Part/1539 dated 23-03-2022.
(2) Notification No. 229-10-2016/STE-DIR/Part/1538 dated 23-03-2022.
(3) Notification No. RES-DEV-INN/GSRF/26/2021/30329 dated 23-12-2022

Government has nominated Dr. M. K. Janarthanam, Senior Professor (Retired) from Goa University, as the Chairperson of the Project Appraisal Committee (PAC) under the Notified Schemes of this Department, notified vide Notification reference No. (1) and (2) above. Government has also appointed Dr. Janarthanam as Chairperson of the Goa State Research Foundation, vide notification under reference No. (3) above, for the period of 3 years w.e.f. 01-01-2023.

In view of the above, Government is pleased to retain Dr. M. K. Janarthanam as the Chairperson of Project Appraisal Committees (PAC) for both the Schemes, notified as above, for further period of three years w.e.f. 01-01-2023. Further, he may be paid honorarium, as envisaged in above both the schemes, during his entire tenure as Chairperson of the PAC.

This has the approval of the Government vide U.O. No. 7025/F dated 02-02-2023.

By order and in the name of the Governor of Goa.

Dr. Levinson J. Martins, Director (S&T & WM) & ex officio Joint Secretary.

Porvorim, 2nd March, 2023.

Order

No. 328-10-2019/S&T/DIR/1433

In pursuance of Section 5 of the Right to Information Act, 2005 (hereinafter referred to as "the said Act") the following officials are hereby appointed as Public Information Officer (PIO) and Assistant Public Information Officer (APIO) for Department of Science and Technology and Waste Management (DS & T & WM) to deal with the applications received from the public under the said Act.

- | | |
|--|---|
| 1. Shri Nanda R. Naik
(Head Clerk),
Dept. of Science and
Technology and
Waste Management | Public
Information
Officer (PIO). |
| 2. Ms. Sanjana D.
Dhargalkar
(Accountant),
Dept. of Science and
Technology and Waste
Management | Public
Information
Officer (PIO). |
| 3. Smt. Shilpa U. Dauskar
(Upper Division Clerk),
Dept. of Science and
Technology and
Waste Management | Assistant
Public
Information
Officer (APIO). |

The Director, Department of Science and Technology and Waste Management will be the First Appellate Authority (FAA) under the said Act, against the decision of the PIO/APIO, as far as the Department of Science and Technology and Waste Management is concerned.

By order and in the name of the Governor of Goa.

Dr. Levinson J. Martins, Director (S & T & WM) & ex officio Joint Secretary.

Porvorim, 2nd March, 2023.

◆◆◆
Department of Tourism

Order

No. 3/8(2)GTB/2021-DT/4274

In partial modifications to Order No. 3/8(2)/GTB/2021-DT/1663 dated 17-08-2022 published in the Official Gazette, Series II No. 20 dated 18-08-2022, the Government of Goa is pleased to re-constitute the Empowered Committee (EC) for Marketing &

Public Relations notified in accordance with Clause 4 (6) (a) of the Notification dated 19-11-2021 published in the Official Gazette, Series I No. 36 dated 02-12-2021 notifying formation of Goa Tourism Board (GTB):

I. Empowered committees for Marketing & Public Relations:

The following officials shall be the members:

- Hon'ble Tourism Minister, Goa—Chairman.
- Secretary (Tourism).
- Director, Department of Tourism.
- Managing Director, GTDC.
- Chief Executive Officer, GTB.
- One member from among representative of TTAG/GCCI/CII/WTTCII.
- One member among GTB members from the industry/SMEs.
- One member among GTB members from the industry/SMEs.
- One member among GTB members from the industry/SMEs.

The following private/industry sector professionals are nominated as members on above Empowered Committee:

- Shri Sujit Banerjee (WTTCII member).
- Shri Maendra Jocelino Araujo Alvares (Culture Expert).
- Shri Ernest Dias (Tour & Travel Operations & Charters Expert).
- CEO of M/s GMR Goa (Aviation Expert).
- Shri V. Shantakumar (Industry Expert).

Other contents of the above referred Order remains unchanged.

Pravimal Abhishek Polumatla, IAS, Director (Tourism)/CEO-Goa Tourism Board.

Panaji, 2nd March, 2023.

◆◆◆
Department of Town and Country Planning
Office of the Chief Town Planner (ADM)

Order

No. 1/3/TCP (Part-File)/2017-19/382

Government is pleased to order the transfer and posting of following Dy. Town Planners of the Town and Country Planning Department, in public interest, with immediate effect.

Sr. No.	Name & present posting of the officers	Transferred/Posted at
1	2	3
1.	Shri Ashok Kumar, Tiswadi Taluka Office, TCP Department, Panaji	Tiswadi Taluka Office, TCP Department, Panaji with additional charge of Pernem Taluka Office, Pernem.
2.	Shri Prakash Bandodkar, Pernem Taluka Office, Pernem	Headquarters, Panaji.
3.	Shri Ritesh Shirodkar, Member Secretary, MPDA and addl. charge of Mormugao Taluka Office, and also to assist the Planning Development and Construction Committee (PDCC) constituted under the Goa Investment Promotion and Facilitation of Single Window Clearance Act, 2021.	Member Secretary, MPDA and to assist the Planning Development and Construction Committee (PDCC) constituted under the Goa Investment Promotion and Facilitation of Single Window Clearance Act, 2021.
4.	Shri Yugandraj Redkar, Headquarters, Panaji and addl. charge at Canacona Taluka Office, Canacona	Canacona Taluka Office with addl. charge of Mormugao Taluka Office, Vasco-da-Gama.

The officers shall complete handing over and taking over process, immediately after receipt of relieving orders.

By order and in the name of the Governor of Goa.

James Mathew, Chief Town Planner (Administration)/ex officio Jt. Secretary.

Panaji, 28th February, 2023.

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